

HOUSE BILL 1103
By Kent

AN ACT to amend Tennessee Code Annotated, Title 8, Chapter 30 and Title 49, relative to civil service for state university and community college employees.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Title 49, Chapter 8, Part 1, is amended by adding the following as a new, appropriately designated section:

49-8-120.

(a) Notwithstanding any provision of law to the contrary, each state university, community college and the University of Tennessee shall establish a civil service system for support staff employees.

(b) "Support staff" means employees who are neither faculty nor executive, administrative or professional staff of the state university and community college system or the University of Tennessee.

(c) Each institution shall create a civil service board composed of three (3) members selected by the board of trustees of such institution or equivalent thereof.

(d) Each institution shall determine the length of term, qualifications of members and compensation, if any, for such institution's board.

(e) The civil service board of each institution shall:

(1) Adopt and amend rules and regulations for the administration of this section;

(2) Make investigations concerning the enforcement and effect of this section and require observance of the rules and regulations made thereunder;

(3) Hear and determine appeals and complaints respecting the administration of this section;

(4) Establish and maintain a roster of all employees of the classified service showing their position, rank, compensation and place of residence;

(5) Ascertain and record the duties and responsibilities pertaining to all positions in the classified service and classify such positions;

(6) Formulate and hold competitive tests to determine the qualifications of persons who seek employment in any position, and as a result of such tests, establish employment lists of eligibles for the various positions;

(7) Establish records of performance and a system of service ratings to be used to determine promotions, the order of layoffs and reemployment and for other purposes;

(8) Keep any other such records as may be necessary for the proper administration of this section; and

(9) Determine all fringe benefits to employees coming under the provisions of this section.

(f) All persons in the employ of classified service positions at the time this section becomes operative, who have served for a period longer than six (6)

months, shall be retained without preliminary or performance tests, but shall thereafter be subject in all other respects to the provisions of this section. Any other persons in the classified service at the time this section becomes operative shall be regarded as holding their positions under provisional appointment.

SECTION 2. This act shall take effect July 1, 2003, the public welfare requiring it.